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EQUAL OPPORTUNITY FOR ALL

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Editor
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United States Department of the Interior
Rogers C. B. Morton, Secretary
United States Bureau of Reclamation
Gilbert G. Stamm, Commissioner

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EQUAL OPPORTUNITY FOR ALL

by Kathy Wood Loveless

When trying to decide the objectives for the National Association for the Handicapped, the Director of Public Affairs queried, "Do we want society to give the handicapped special consider-

ation? Do we want them to be given special opportunities for jobs?" Not satisfied with either possibility, he decided that what the Association really wanted for the handicapped was for them to have an equal opportunity to compete.

That, in a nutshell, is what the Equal Employment Opportunity Program hopes to achieve for all minorities and women—an equal opportunity to compete.

Although it may sound simple, embodied in those few words have been law suits; hours of legislative debate; and countless words written about traditions, cultural mores, and the "way life is meant to be." But for the Bureau of Reclamation, the debating has ceased. Whether or not women and minorities should be given an equal opportunity to compete is no longer the issue. The issue is now *how shall it be done.*

Before we discuss the Bureau's attempts to eliminate discrimination, we should first understand the background of discrimination in the Federal Government and several laws that were passed to eliminate it.

Discrimination is the act of differentiating categorically instead of individually. "All blacks are best suited for manual jobs," or "a woman's place is in the home," are typically prejudicial statements based upon categorical rather than individual distinction. Discrimination is found in many degrees. It is displayed in a person's unwillingness to sit on the bus next to a person of another race. It is evident when an employer flatly denies a woman a position because it is one he labels "men only."

It is also exemplified when a white male is denied a position because a woman or minority "should have it" regardless of qualifications. The latter is also discrimination. There is no such thing as "reverse discrimination," either one is discriminated against, or not.

The Congress first outlawed discrimination in the Civil Service Act of 1883. The Act established the principle of "merit employment." Also, one of the first regulations issued under the Act outlawed religious discrimination in Federal employment.

Seventy years later, in 1940, an Executive Order forbade both racial and religious discrimination in Federal employment. That same year saw passage of the Ramspeck Act, prohibiting discrimination because of race, creed, or color, but applied to only classified employees.

Although it excluded Federal employees, Title VII of the Civil Rights Act of 1964 forbade major private employers from discriminating against employees and applicants for employment on the basis of race, color, religion, sex, or national origin.

Title VII specifies that it is unlawful to: (1) fail or refuse to hire or to discharge any individual, or otherwise to discriminate with respect to (one's) compensation, terms, conditions, or privileges of employment; or (2) to limit, segregate, or classify employees in any way which would deprive or tend to deprive any individual of employment opportunities, or otherwise adversely affect (one's) status as an employee, because of race, color, religion, sex, or national origin. In 1969, Executive Order 11478 expanded this coverage to Federal employees and applicants for employment.

Kathy Wood Loveless is a Public Information Specialist in the Office of Public Affairs and an EEO Counselor, Bureau of Reclamation, Washington, D.C.

"A woman's place is in the home."

"All blacks are best suited for manual jobs."

Courtesy, Women's Bureau, Department of Labor.

The Equal Employment Opportunity Act of 1972 amended, strengthened, and enlarged the coverage of Title VII of the Civil Rights Act of 1964. The results are:

- Federal employees now have full Title VII protection against discrimination on the basis of race, color, religion, sex, or national origin.
- The Civil Service Commission has authority to enforce Title VII "through appropriate remedies, including reinstatement or hiring of employees with or without back pay . . ."
- A complainant, if dissatisfied with the Government's handling of his/her discrimination complaint, may appeal to the Federal Courts.
- The Civil Service Commission must police the agency's Affirmative Action Plans.
- The Act expands the definition of the term "religion." It now includes all aspects of religious observance and practice, in addition to belief. It provides that an employer must "reasonably accommodate" an employee's or applicant's religious observance, practice, or belief unless he or she can show there would be undue hardship to his or her business.

And the last of the acts passed to eliminate discrimination is the Fair Labor Standards Amendments Act of 1974, passed May 1, 1974. This act protects Federal employees and applicants for employment against age discrimination. The act protects persons between the ages of 40 and 65.

The foregoing covers just the basics of EEO law. The significant element is that discrimination based on one of the six elements: race, color, religion, sex, national origin, or age is prohibited.

Under the direction of the Bureau's EEO Officer, Hardi Jones, the Equal Employment Opportunity Program has developed two special emphasis programs—the Federal Women's Program and the Sixteen-Point Spanish Speaking Program.

The Federal Women's Program, spearheaded by a Federal Women's Program Coordinator (FWPC) attempts to upgrade women working in the Federal Government. Reclamation's FWPC, Delphine Jones, began her job by surveying the salaries, jobs, home situations, aspirations, and training of the Washington office women. She said, "I realize that to decide where to go with the women's program, I first have to know where we are."

The survey of all of Reclamation's Washington Office female employees provided some interesting information:

(1) A majority of the Washington Office women are working because they have to and will work until retirement.

(2) Most are concentrated in GS-7 and below.

(3) A large number consider themselves in dead-end positions.

(4) Most would like to have more responsibilities and would leave Reclamation for a promotion.

(5) The majority stated they would be willing (according to family commitment) to attend after-hours training in order to advance to a position with greater potential.

(6) Most felt they were working in jobs that were considered for women only.

(7) Very few have ever served on a promotion panel.

(8) Many have never heard of the Beneficial Suggestion Programs.

Along with all the Regional FWPCs, Ms. Jones is working to help women receive training, to move out of dead-end jobs, to advance to positions where they can fully utilize their capabilities. These women are also working to dispel age-old myths about women.

The Sixteen-Point Program, the other special emphasis program, began when former President Nixon committed the Federal Government to a program to assure equal opportunity in Federal employment for Spanish-surnamed Americans.

Either a full- or part-time coordinator for the Sixteen-Point Program must be appointed by every bureau and department in the Government. The exact scope and type of position established depends upon the size of the agency. But the purpose remains the same—to provide equal opportunity for the Spanish-speaking employee. This includes recruitment, training, promotion, and upward mobility.

Studies made by the Civil Service Commission suggest that particular attention should be focused in those geographical areas where a sizeable concentration of Spanish-surnamed Americans appears to represent a relatively untapped recruitment source. The Bureau of Reclamation will be particularly interested in this program since 467 Spanish-surnames are employed by the Bureau and it has a number of projects in the Southwestern part of the United States. The Bureau currently has seven Sixteen-Point Program Coordinators.

The Bureau will continue to review traditional staffing and recruitment practices to identify and correct those which may act as artificial barriers in providing equitable opportunities to all persons, including Spanish-surnamed applicants. As part of its overall EEO responsibility, the Bureau will make a critical review of its employment practices with particular attention given to assure that:

- Positions that can be re-engineered to trainee levels are not being filled at the journeyman level.
- Work experience is given adequate consideration in job qualification requirements and that formal education is not being overemphasized.
- Persons with knowledge of the Spanish language are being recruited to fill positions requiring such knowledge.
- Recruitment and referral practices are designed to tap Spanish-surnamed people at local levels where significant numbers of Spanish-speaking citizens are concentrated.

These two special emphasis programs are an addition to the total EEO Program. They do not compete with nor do they detract from the overall program. In addition to these programs, there are two others which merit discussion—Upward Mobility and Affirmative Action.

Courtesy, Women's Bureau, Department of Labor.

The Myth of the Working Woman[1]

The Myth	The Reality
Women aren't seriously attached to the labor force; they work only for extra pocket money.	Of the nearly 34 million women in the labor force in March 1973, nearly half were working because of pressing economic need. They were either single, widowed, divorced, or separated or had husbands whose incomes were less than $3,000 a year. Another 4.7 million had husbands with incomes between $3,000 and $7,000.
Women are out ill more than male workers; they cost the company more.	A recent Public Health Service study shows little difference in the absentee rate due to illness or injury: 5.6 days a year for women compared with 5.2 for men.
The employment of mothers leads to juvenile delinquency.	Studies show that many factors must be considered when seeking the causes of juvenile delinquency. Whether or not a mother is employed does not appear to be a determining factor. These studies indicate that it is the quality of a mother's care rather than the time consumed in such care which is of major significance.
Women should stick to "women's jobs" and shouldn't compete for "men's jobs."	Job requirements, with extremely rare exceptions, are unrelated to sex. Tradition rather than job content has led to labeling certain jobs as women's and others as men's. In measuring 22 inherent aptitudes and knowledge areas, a research laboratory found that there is no sex difference in 14, women excel in 6, and men excel in 2.
Men don't like to work for women supervisors.	Most men who complain about women supervisors have never worked for a woman. In a survey in which 41 percent of the reporting firms indicated that they hired women executives, none rated their performance as unsatisfactory; 50 percent rated them adequate; 42 percent rated them the same as their predecessors; and 8 percent rated them better than their predecessors.
Women don't want responsibility on the job; they don't want promotions or job changes which add to their load.	Relatively few women have been offered positions of responsibility. But when given these opportunities, women, like men, do cope with job responsibilities in addition to personal or family responsibilities. In 1973, 4.7 million women held professional and technical jobs, another 1.6 million worked as nonfarm managers and administrators. Many others held supervisory jobs at all levels in offices and factories.

[1] Source: U.S. Department of Labor, Employment Standards Administration, Washington, D.C. 20402, 1974.

Upward Mobility

The Upward Mobility Program is a program designed specifically to develop career opportunities for lower-level employees who are in dead-end positions and who have the potential to perform higher level work.

Many of the lower-level employees are women and minority group members. Often they are trapped in such positions, not because they lack ability, but as a result of past discriminatory practices that have denied them an equal opportunity for career advancement. The Upward Mobility Program provides a means by which these employees can advance. Several elements necessary in an Upward Mobility Program are:

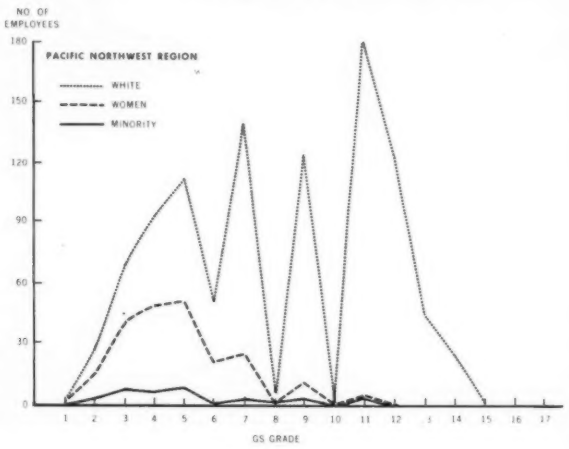
(1) Career systems that allow an employee to be hired at a lower level, to be trained on the job and through outside schooling, and to be advanced in the job.

(2) Careful evaluation of qualifications. Too often unnecessary and non-job related qualifications become barriers to the advancement of lower-level employees. Providing alternative qualifications, such as demonstrated ability to perform work successfully, will aid lower-level employees.

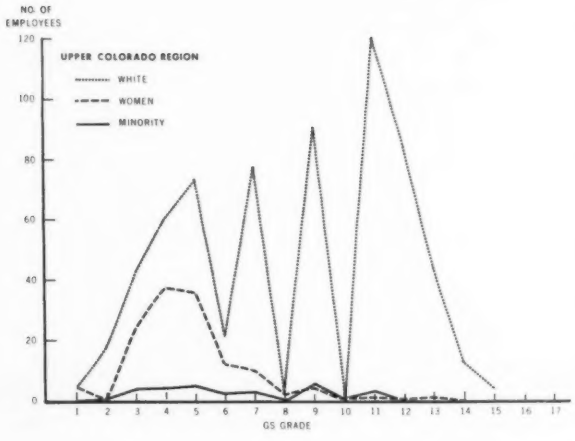
(3) Full utilization of employee's skills. Productivity will be enhanced and employee satisfaction will be increased if all workers are placed so that their skills, abilities, and interests are fully utilized.

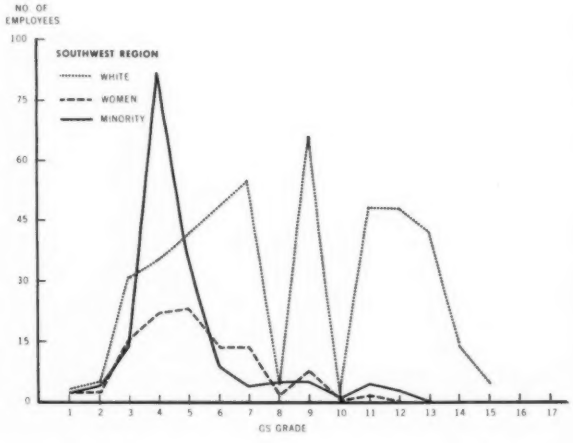
(4) Career counseling and guidance. Counseling and guidance should be provided to these employees to encourage and assist them in planning and achieving occupational training, education, and career goals as they relate to the needs of Reclamation and the individual.

(5) Education and training. Training for upward mobility differs from some other training in one important aspect—it is not intended merely to improve the employee's performance in his or her same career ladder, but to prepare the employee to qualify for a target position in a job



The distribution by grade level of whites, minorities, and women in the various Regions of the Bureau of Reclamation. Compiled June 30, 1974.





series that offers greater advancement potential.

(6) Monitoring and evaluation. Responsibility for monitoring and evaluating the progress of the program resides with Hardi Jones, who will review the program at specific intervals and report the results to Gilbert G. Stamm, Commissioner of Reclamation.

Affirmative Action

The other program, the Affirmative Action Program, identifies the goals Reclamation has established to bring about full utilization of minorities and women in the work force.

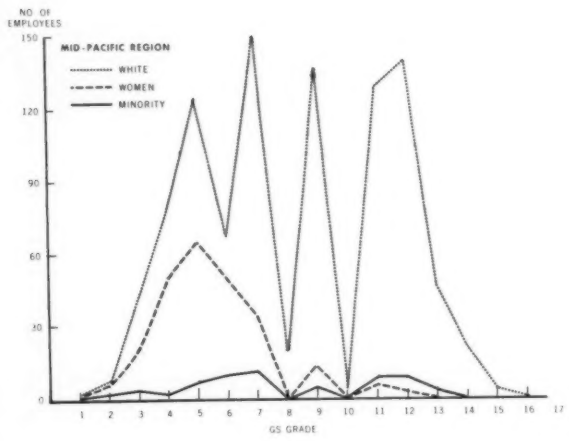
As of June 30, 1974, minorities and women in Reclamation accounted for 8.8 percent and 16.5 percent respectively of the total employees. These two groups are generally concentrated in the lower graded GS positions and the lower salary schedule of the ungraded positions. (See graphs)

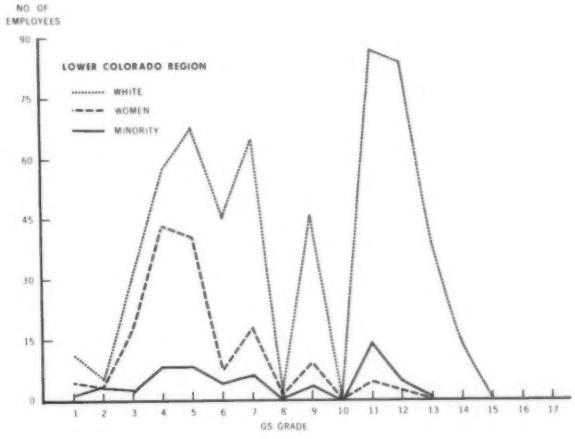
The average grade levels for minorities, women, and white men are GS-4, GS-5, and GS-11 respectively. For grade levels GS-12 and up, minorities occupy 2.7% of the positions and women 0.9%.

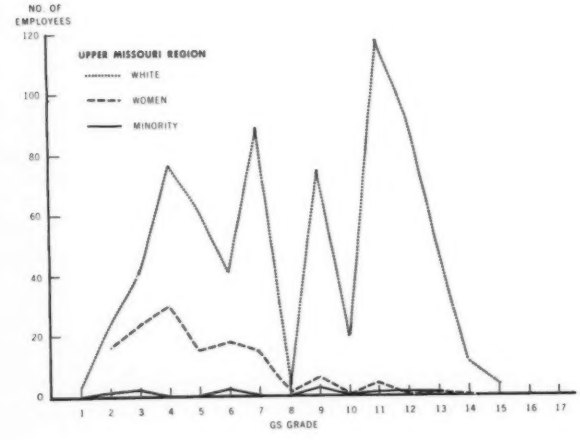
Minorities and women are not employed in Reclamation in proportion, or near proportion to their occurrence in the population, and those who are employed are in the lower grade level. Reclamation's Affirmative Action seeks to eliminate these disparities.

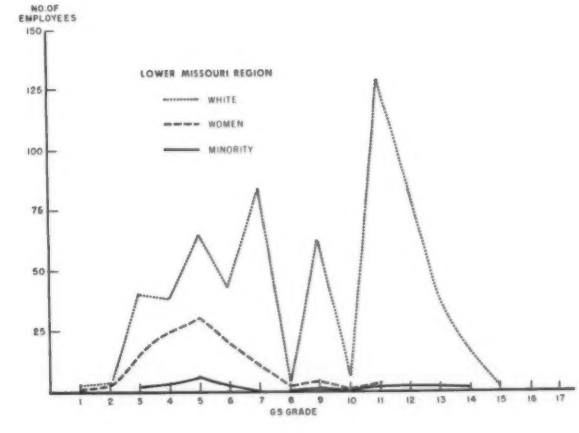
Among the other goals outlined in tne Affirmative Action Plan [2] are:

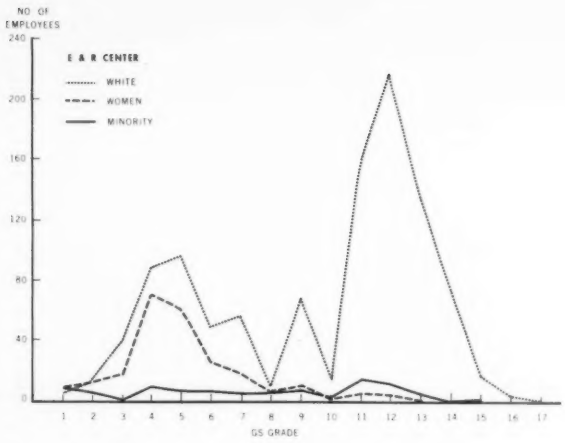
- Increase minority employment to 12 percent by the end of fiscal year 77.
- Increase minorities and women in management training programs.
- Increase minority and women employment in GS-11 and above level.
- Concentrate on hiring minorities and women in engineering, accounting, administrative, and engineering aid positions.
- Increase minority and women participation in work study, summer employment, and up-

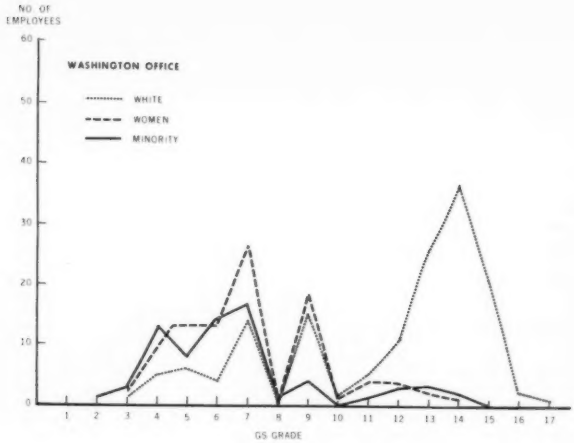


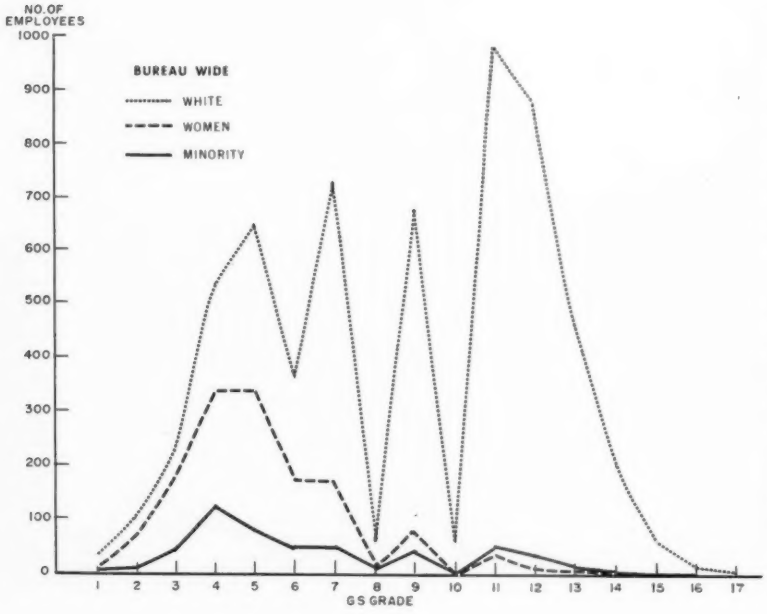












ward mobility programs.

Although the Bureau's EEO Program is fairly new, it has begun to identify goals and, more importantly, to work toward those goals. Mr. Jones and the counselors in the Washington office have presented four seminars designed to inform all employees about the EEO Program.

Counselors, FWPC's, and EEO Officers in all regions are working with employees to solve discrimination complaints and generally to improve employment situations within Reclamation.

Commissioner Stamm, by committing his full support to the program, has made accomplishing EEO goals a real possibility. In a letter to all regional directors, he said, "I want you to know that I take my responsibility (regarding EEO) very seriously, and I expect you and all managers and supervisors to do likewise, I intend for the Bureau of Reclamation to be actively involved in accomplishing Departmental EEO goals and objectives."

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[2] The full text of the Bureau of Reclamation Affirmative Action Plan may be obtained by writing: Hardi Jones, Bureau of Reclamation, 18th & C Streets, NW., Washington, D.C. 20240.

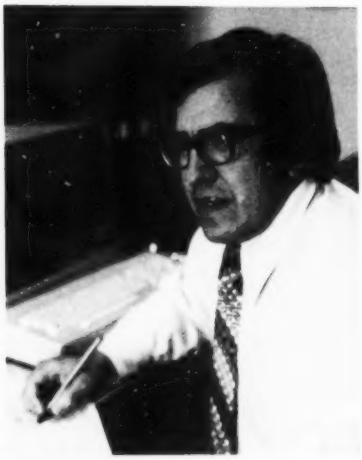
Some Successful Minorities and Women in Reclamation

Robert A. Lopez, Southwest Regional ADP Officer, assists Regional personnel identify and develop data processing related to their work. Since his appointment as the part-time Spanish Speaking Program Coordinator, he joined a group of citizens concerned about the betterment of the Barrio of Amarillo, Tex.

Josefina M. Derryberry, an engineering technician in the Rio Grande project, began her Government career in 1958 with the Federal Aviation Agency as an illustrator. She attended the Kansas City Art Institute and School of Design for 4 years and received her Fashion Design Diploma in 1952. She also serves as the project's FWPC.

Bob White, an economist in the Washington Office, works as a program analyst and a budget planner. Holding a B.S. degree in marketing and an M.S. in agricultural economics, he began his career with the Bureau in 1958 in Fresno, Calif. He later served as Chief of the Economics Branch and transferred to Washington, D.C., in 1969. He is currently serving as President of the Interior Toastmasters Club.

Carol Prochaska, Administrative Assistant to the Project Manager of the Columbia Basin project, has been responsible for public information and the Public Involvement program for the project. She also coordinates the foreign training program for the project's technical trainees and she received a Merit Certificate from the Reclamation Technical Club of Denver for her work in organizing Ephrata's International Friends. A member of Washington Press Women, in 1974 she served as Chairperson of the Washington State Reclamation Association.



Robert A. Lopez

Bob White

Carol Prochaska

Josefina M. Derryberry

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Concrete Flexes Plastic Muscle

by Jim Joslyn

We build the foundations of our homes and shopping center sidewalks with it. We line irrigation canals with it and Saturday morning we bounce tennis balls on it. We take it for granted as an integral part of our modern, urban society. Concrete.

Yes, we walk on it, drive on it, live and work inside of it. With its infinite construction applications, concrete plays a significant role in our contemporary environment. In fact, we could not live without it. It has served us stoically and diligently throughout history. And now scientists and engineers are developing new concretes that will last even longer and offer much greater strength than the conventional portland cement concrete we know today.

Current developments in the world of concrete may lead not only to maintenance and replacement economies but to new horizons in concrete applications. One of the most exciting breakthroughs is a concrete-plastic mixture called polymer-impregnated concrete (PIC). It resulted from a cooperative development and research program called the Concrete-Polymer Materials Program. This program originated as a joint effort of the Bureau of Reclamation and Brookhaven National Laboratory under the sponsorship of the Atomic Energy Commission, the Office of Saline Water and the Bureau of Reclamation.

The goal of the program was to develop improved or new materials for construction uses. Since the program began in 1967, several other government agencies and industrial associations have become interested in specific applications of concrete polymer materials and have participated in the program.

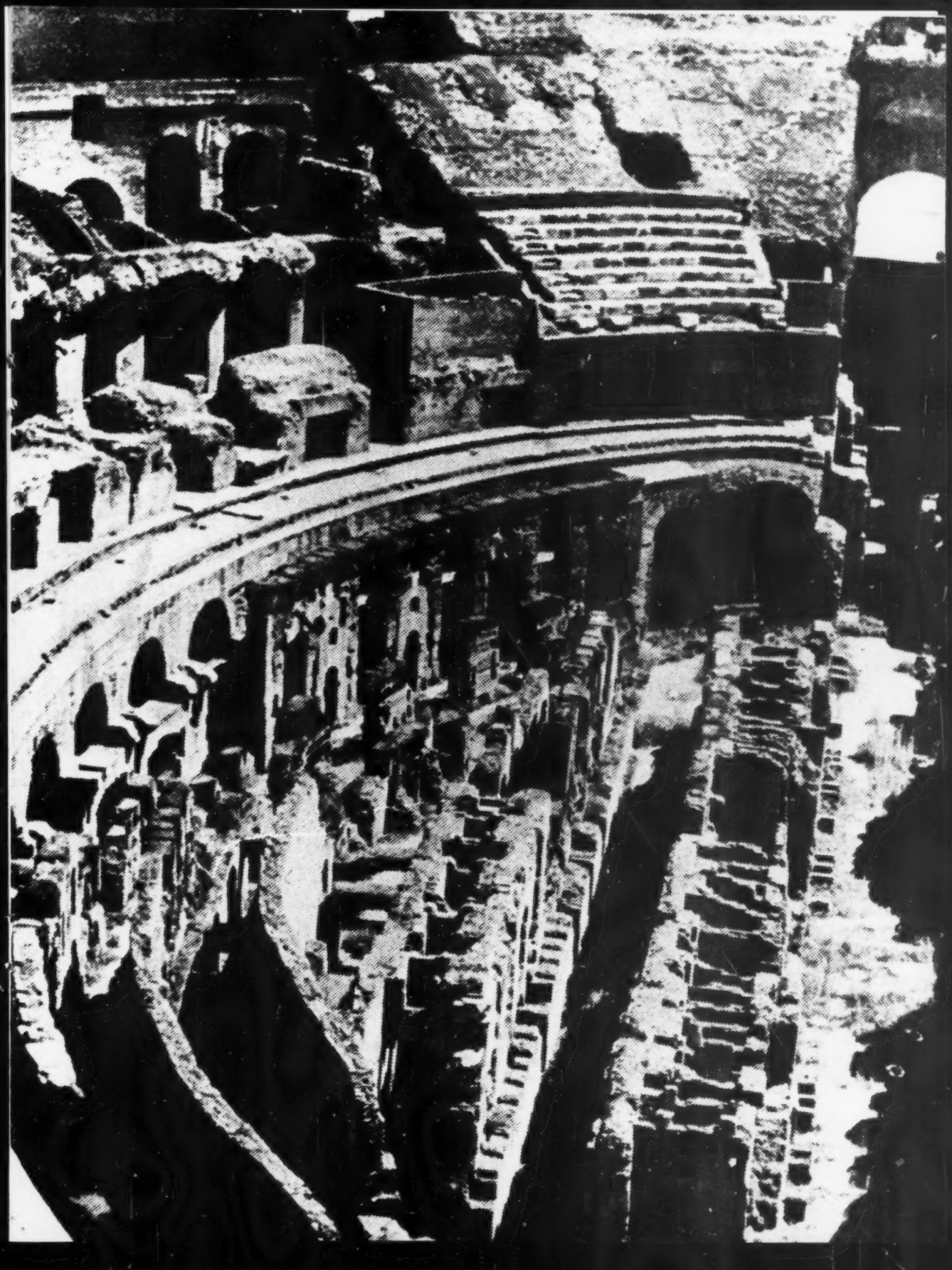
Although concrete is often associated with modern technology and the cloud-piercing structures of New York's skyline, its story began thousands of years ago. During the period of 2100-689 B.C., the Assyrians and Babylonians used clay to bind stone into a solidly formed mass, thus producing one of the earliest forms of concrete. Some 2,000 years ago the Romans improved this early "concrete" by using a mixture of lime and volcanic ash from Mt. Vesuvius to build such structures as the Colosseum and the Roman baths.

It wasn't until the 18th century that repeated structural failures of the famous Eddystone lighthouse off the coast of England led to further developments in concrete. An English engineer, using lime made from clay-bearing limestone that would harden under water, rebuilt the lighthouse. It stood for the next 126 years.

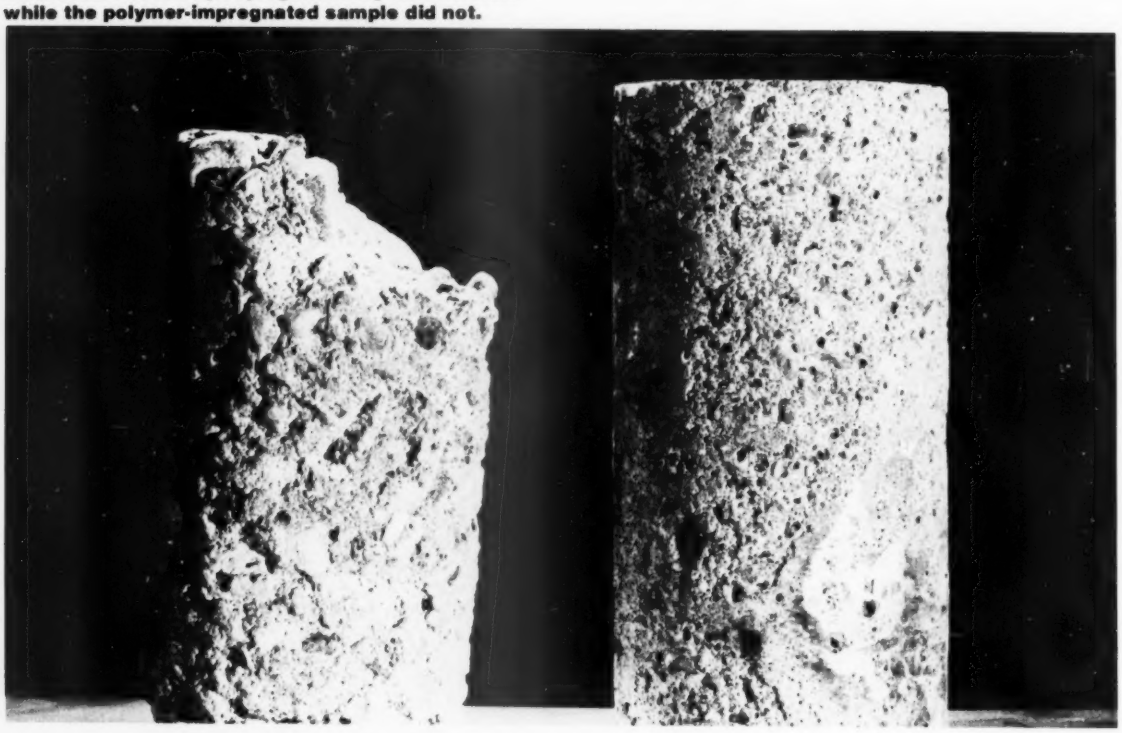
Today, with research being conducted in many countries, concrete continues its evolutionary journey. In the United States the Concrete-Polymer Materials Program has investigated several different types of concrete polymer materials. Polymer-impregnated concrete has emerged as one type with promise for improving structural and durability properties.

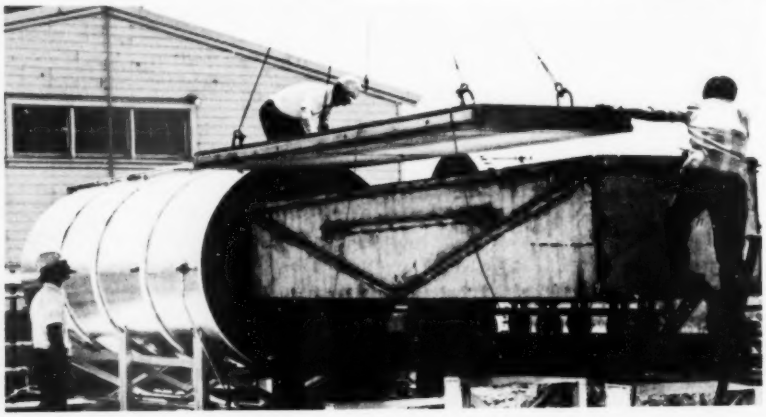
Jim Joslyn is an Editor-Writer, Technical Services and Publications Branch, Division of Engineering Support, E&R Center, Denver.

A mixture of lime and volcanic ash from Mt. Vesuvius was used to build the Colosseum.



Subjected to the same freeze-thaw conditions, untreated concrete (left) significantly deteriorated while the polymer-impregnated sample did not.





A precast concrete bridge deck panel is loaded into the impregnation tank.

A PIC segment is installed in a tunnel test section to help determine whether PIC can be used in tunnel linings.

A three-panel fatigue test is conducted on bridge decking at the E&R Center. Recording equipment on the right reads strain and measures displacement.

PIC is a conventionally mixed and cured concrete that has been treated with cured liquid plastic. The resultant strength of this combination of plastic and concrete is an amazing three to four times that of regular concrete. In addition to extra strength, PIC has other significant characteristics that make it even more impressive.

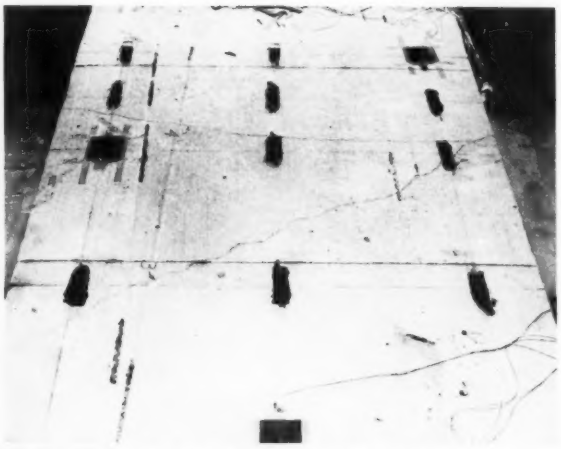
Susceptibility to freeze-thaw damage is a frequent and frustrating problem inherent in all but the most dense, specially designed conventional concretes. This problem is alleviated with polymer-impregnated concrete. Its resistance to temperature and moisture fluctuations is a distinct advantage in applications that require exposure to severe weather changes.

Another attractive characteristic valuable in construction is the nearly impenetrable composition of PIC, making it an almost unbeatable opponent in the battle against chemical attack.

Reclamation's interest in and research of PIC is centered around two objectives—investigation of production techniques and potential uses in construction applications. From their research and testing, Bureau engineers and scientists have determined that superior properties of PIC make it a possible candidate for water resources development uses such as pipe lining, precast tunnel linings, and in desalination plants. Though PIC is more expensive than regular concrete, the gains realized more than compensate for the extra costs.

Because of Reclamation's broad experience and specialized technical capabilities at the Engineering and Research Center in Denver, it was selected by the Federal Highway Administration to test and evaluate the potential of PIC panels for use as bridge decking material. Beginning in September 1973, this 2-year program required expanding the PIC impregnation facility at the E&R Center, making it the largest facility of its kind in the United States.

Polymer-impregnated bridge deck panel failed under a load of 95,000 pounds. Damage was far less than that done to the unimpregnated panel.



Unimpregnated bridge deck panel failed under a load of 78,000 pounds.

The Federal Highway Administration is interested in PIC because freeze-thaw damage and progressive chemical attack from salt compounds used to control ice are major problems for bridge deck panels. And they're expensive problems. Some $70 million are spent annually in the United States by highway agencies to repair and replace damaged bridge decks.

For the full scale impregnation investigations, Reclamation was provided 10 untreated precast, prestressed concrete panels by the Prestressed Concrete Institute. The plastic, or monomer, used in this polymer-impregnation procedure is a clear liquid called methymethacrylate. Having the viscosity of water, this plastic is the same basic monomer used to make Plexiglas and Lucite, two well known trade names for acrylic plastics.

The untreated panels are first dried to remove all moisture and then immersed in the liquid plastic under a vacuum. During this impregnation, temperatures are critical and must be carefully monitored. After impregnation, the absorbed monomer is polymerized at 158° F for about 2 hours. When the process is completed the panels gain from 5 to 7 percent weight in polymer material. The polymer fills most of the air spaces in the concrete but does not change the surface appearance.

The behavior of these polymer-impregnated concrete panels under various loadings is then compared to prestressed concrete and plain, precast concrete. A variety of tests including static and dynamic load, fatigue, and shear are performed on the panels. The tests, conducted in the laboratory, duplicate loads that will be experienced by the actual bridge. In addition, dynamic loads applied to the laboratory panels are much greater than those on actual bridge deck panels.

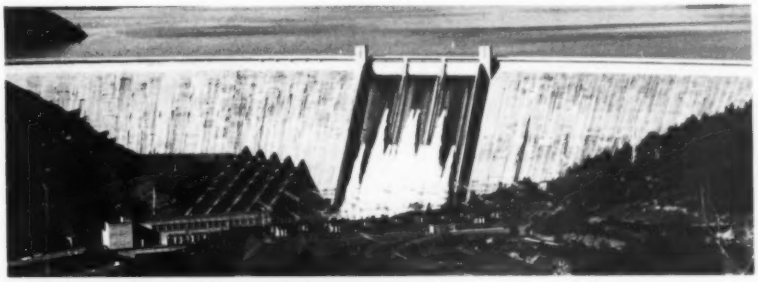
Concrete has changed much since ancient times. From the clay and stone of the Babylonians to the plastic mixtures of today, concrete has been an invaluable servant to mankind. And tomorrow. in whatever exotic shape or form concrete takes, we shall still be walking on it, playing on it, and living on it.

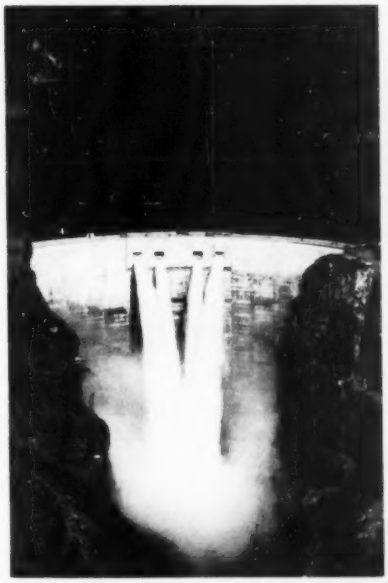
Water
Quiz

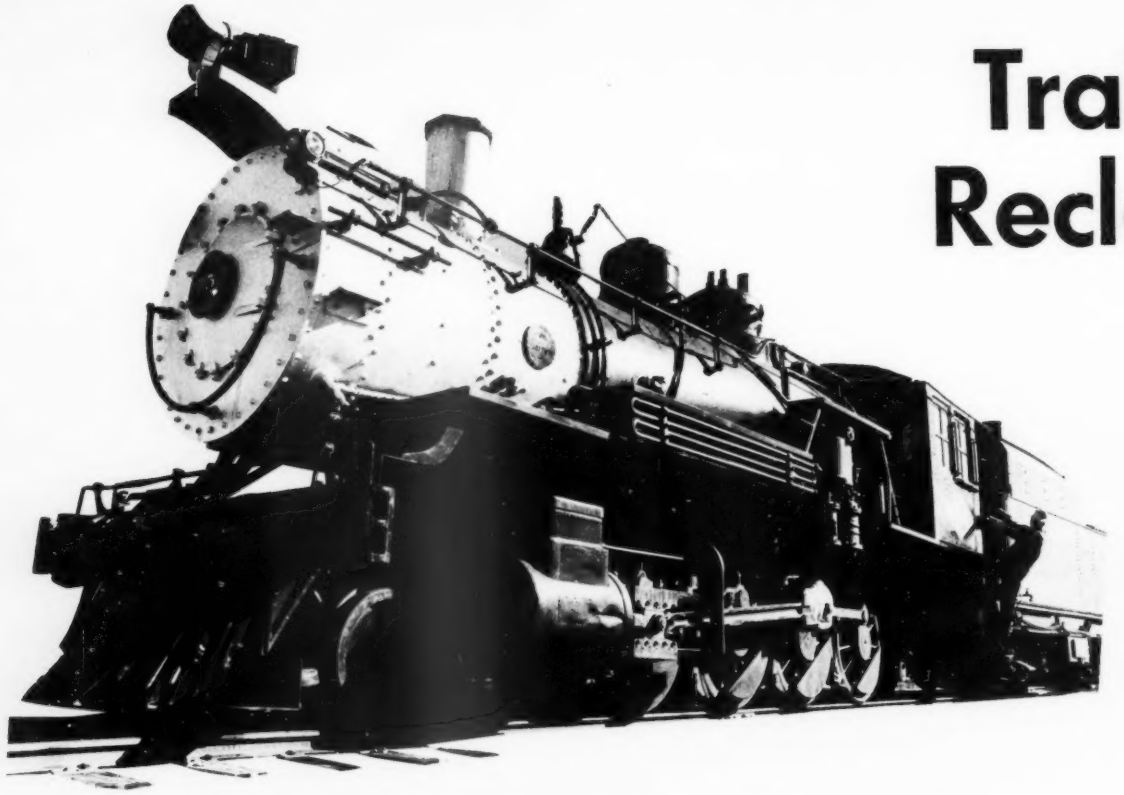
1. Take a lump of coal and heat until red hot.
   Add oxygen and water. Mix the carbon monoxide and hydrogen atoms, and the result becomes _____.
   a. sulfur dioxide
   b. methane gas
   c. helium gas
2. What is the above process known as?
3. How much water does an average person living in a city use per day?
   a. 10 gallons
   b. 50 gallons
   c. 150 gallons
4. Will unprocessed oil shale (the rock itself) burn?
5. Match the following dams with the States in which they are found.
   a. Shasta Dam
   b. Glen Canyon Dam
   c. Morrow Point Dam
   d. Hungry Horse Dam
   e. Grand Coulee Dam

   a. Arizona
   b. Washington
   c. California
   d. Colorado
   e. Montana

Answers on page 30







Train
Reclar

Throttle in His Hand

by Charles A. Knell

Charles A. Knell is the Field Public Affairs Officer, Bureau of Reclamation, E&R Center, Denver.

The era was the 1880's.

The scene—a winding stretch of railroad track sharply ascending a snowy slope in the Colorado Rockies.

Slowly a big steam locomotive with its large brass headlamp and whistle, reflecting the brilliant early morning sunlight, came to a hissing stop between two snow-capped peaks just a few miles from the ghost town of Texas Creek, Colo.

From the deep shadow engulfing the rear platform of the last red car a bearded figure made a daring leap into the saddle of a racing cow pony "heading for the hills." Obviously this western-garbed horseman was engaged in questionable activities.

But, a closer look at the scene —especially if you were looking through the high powered lens of a motion picture camera— would reveal that the desperate character is actor Lee Marvin. The scene was from the motion picture—*Cat Ballou*.

Almost oblivious of the action taking place around him was the engineer on the old engine. Dressed in his striped overalls and long peaked engineer's cap, he descended from his cab and moved toward the rear of the train. As he made his way, he carefully and tenderly wiped unseen smudges from the slides of the vintage cars. This clearly was a man lavishing affection on something that to him was very special and should be given loving care.

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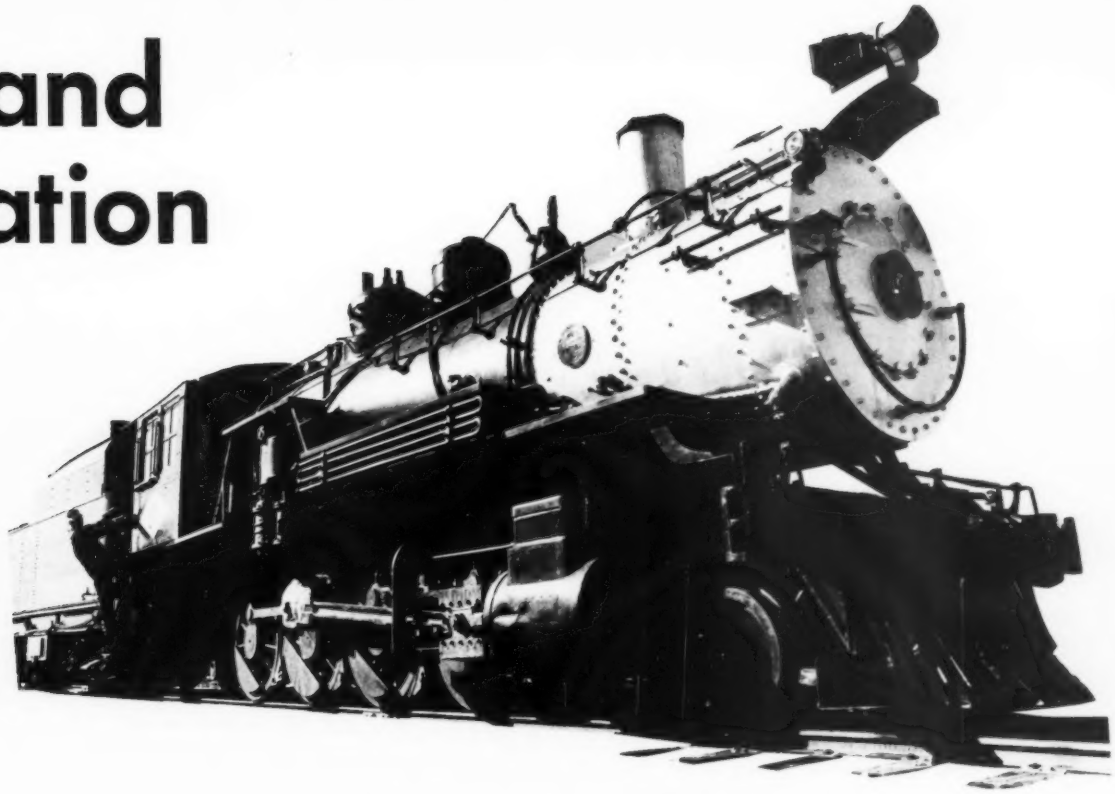

Engine 278

Railroad buffs who fondly remember the sight of a coal-fired locomotive chugging up a mountain grade will find a scene at Morrow Point Dam in Colorado that will gladden their hearts.

Visitors winding their way down the access road leading to the dam suddenly come across an old steel trestle which once served as part of the Denver and Rio Grande railroad system. Lined up on the trestle are a 92-year-old locomotive, a tender, boxcar, and caboose.

The locomotive, Engine No. 278, was built by Baldwin Locomotive Works in Philadelphia in 1882. For 70 years, the engine pulled freight over the Denver and Rio Grande system's narrow gauge line from Montrose to Salida and Ouray—crossing the trestle at Cimarron Creek many times during its travels.

The scene of the locomotive on its trestle, an authentic monument to the importance of early railroads in the winning of the west, was re-created by the Bureau of Reclamation together with the National Park Service and the City of Montrose.

For 70 years, the engine pulled freight over the Denver and Rio Grande system's narrow gauge line.

Reclamation engineers with an historical eye preserved the trestle, which crosses Cimarron Creek as it drops into the Black Canyon of the Gunnison River, during construction of the dam and powerplant.

The National Park Service installed new crossties and rails on the trestle to accommodate the engine, tender and caboose, which were leased to the Park Service by the City of Montrose.

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Continued from page 16.

The engineer was Everett Rohrer, a scientific illustrator with the Bureau of Reclamation Engineering and Research Center, in Denver. Rohrer believes that every man should have a hobby and his is railroading. "Some people play golf, some smoke, and some drink," he said, "but my bag is my very own railroad."

Rohrer makes his hobby pay. He rents and operates his train for movie "biggies," such as Paramount, Columbia, and CBS Television.

During Rohrer's Kansas childhood days, he spent his time waiting on the old Union Pacific railroad tracks, anticipating his next view of an iron horse. He said, "Since before the day I was born I've been crazy over railroad trains. I had my first toy train—a wooden push around. Had it before I could walk."

"Some people play golf, some smoke, and some drink," he said, "but my bag is my very own railroad."

Everett Rohrer, part-time "movie" engineer.

Ownership of a real "honest to goodness" railroad train didn't just happen for Everett. It was hard work. There were times in his life when he worked on a farm, fired boilers, and was a real locomotive engineer. Much of this work went on at the same time Rohrer was attending Wichita University.

It wasn't until 1965—more than 40 years after Rohrer's childhood days—that with the help of Columbia Pictures, some friendly railroad buffs, and many years of saving every penny he realized his lifetime dream. Rohrer bought the old engine "No. 75," a late 1890 era Baldwin locomotive and promptly rented it to Columbia Pictures to produce a major film—*The Professionals.*

From the beginning the old engine has acquired 30 different whistles, 14 different time-period headlamps, 4 smoke stacks, and 4 cow catchers. A baggage car, four passenger coaches and a caboose complete Everett's "G. W. 75 Railroad."

After many years of hauling beets and running the routes of the Santa Fe railroad, the old train under Everett's careful and loving hand has blossomed into a full-fledged movie star. Among the top performers appearing in films with the old train have been Johnny Cash, Dean Martin, Ida Lupino, and Burt Lancaster. Look at their pictures—*The Professionals, Out of the West, The Devil's Brigade, At Even Tide,* and *Ma Gantry's Gang* are just a few of the feature films in which the old train has starred.

Among the top performers appearing in films with the old train have been Johnny Cash, Lee Marvin, Dean Martin, Ida Lupino, and Burt Lancaster.

Everett Rohrer, full-time Reclamation scientific illustrator.

Rohrer and "No. 75" have appeared in scores of movies in almost every type of role calling for various period trains. One such role included a run-down Mexican train during the days of Pancho Villa. The most recent appearance of Rohrer"s locomotive and cars was in a documentary with Johnny Cash titled—*The Evolution of the Iron Horse or Riding the Rails with Johnny Cash.* A recent episode of *Manhunter* featured "Old 75" in a train robbery story taking place during the depression years of the 1930's.

In addition to his career in Reclamation Rohrer has been a qualified railroad engineer for many years. He even served in the railroad battalions during World War II and engineered trains in France, Germany, England, and Belgium. Those were the only days in his long career as a railroad buff that Everett took no fun from his hobby.

A fellow employee in the Bureau of Reclamation said, "The things that impress me about Everett as he carries out his duties with the Bureau are his bull-dogged determinedness, persistence, and his enthusiasm for his work. I can understand how a man with these qualities can acquire, maintain, and finance a full-sized train for a hobby."

"I can understand how a man with these qualities can acquire, maintain, and finance a full-sized train for a hobby."

Rohrer said, "Plenty of headaches have been associated with my hobby but every time the word train is mentioned, I have a good feeling from head to toe. It must have been right for me."

Continued from page 17.

When all was ready, the Bureau of Reclamation moved the engine on a flatbed truck equipped with narrow gauge rails from Montrose Locomotive Park to the trestle, where the train was assembled at its new home.

When the engine was retired from service in 1952, it was donated by the railroad to the City of Montrose and placed, together with its tender, in the city's Locomotive Park. The caboose, purchased by the Montrose Garden Club, was later donated to the city and added to the park display. The National Park Service purchased the boxcar in 1971 from a private owner to complete the four-car display set up on the trestle.

The Park Service will use the interpretive exhibit to tell the story of narrow gauge railroading in the western Colorado area.

Lined up on the trestle are a 92-year-old locomotive, a tender, boxcar, and caboose.

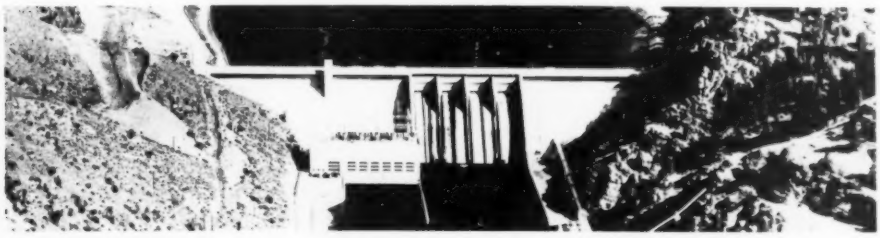
Yesterday and Today in the ERA

Yesterday—1949
Groundbreaking Ceremony for Canyon Ferry Dam —

Past president of the Montana Reclamation Association O. S. Warden, newspaper publisher and proponent of Missouri River Basin development, broke the first ground during the ceremonies celebrating the start of construction on Canyon Ferry Dam on the Missouri River near Helena, Montana, on July 22, 1949, as a crowd of 6,000 cheered.

Commissioner of Reclamation Michael W. Straus called the event "a milestone in our progress and partnership." He stated in his groundbreaking speech that "Canyon Ferry is one of the key structures of the whole Missouri Basin program—a program that in turn is the high point of man's advance planning to date to conserve and put his limited water resources to work."

Commissioner Straus stated that the Unit will make possible initial irrigation of some 310,000 acres of new land, as well as providing supplemental water to 196,000 acres. It will do this by not only holding and conserving water for irrigation in the reservoir behind Canyon Ferry, but also providing power which, in turn, will not only pump irrigation water but will also provide power for industry and farms, and, in addition, bring back revenues which make possible the whole Canyon Ferry multiple-purpose project and aid the Missouri Basin program.



Canyon Ferry Dam, Montana.

Today

Today the Canyon Ferry Unit of the Pick-Sloan Missouri Basin project benefits many citizens. The Unit, located on the main stem of the Missouri River, about 50 miles downstream from Three Forks, Mont., consists of a dam, reservoir and powerplant.

Montana's capital city, Helena, which is 17 miles southwest of Canyon Ferry Dam, benefits from water service of the Helena Valley Unit. The Helena Valley Pumping Plant delivers water from Canyon Ferry Lake through the Helena Valley Tunnel and Canal, a distance of about 11 miles, to the Helena Valley Regulating Reservoir.

Regulation of the erratic and widely fluctuating flows of the Missouri River is an important function of Canyon Ferry Lake. It is estimated that Canyon Ferry reduced flood damages by about $13,700,000 during the critical flood in 1967 and will reduce damages an average of $500,000 annually.

Canyon Ferry Lake, located between segments of the Helena National Forest, attracts many visitors each year. The visiting public has a choice of 14 picnic-camping areas, 7 swimming beaches, and 6 boat ramps with docking space for 300 boats. Growing in popularity is fishing for perch through the ice in winter.

Protecting the Environment at Auburn Dam

by Don Alexander and
E. R. Lewandowski

Auburn Dam

Ka Boom! Ka Boom! Ka Boom! Clouds of dust rise high in the air. Bulldozers roar, their diesel exhaust plumes blackening the sky. Shrill whistle and horn signals pierce the air. Smoke from burning brush dims the sun. Hour after hour, day and night, the activity goes on—sometimes to an even higher crescendo!

Not anymore. No longer does this describe a dam construction site. Take Auburn Dam* construction in California, for example. Because of environmental protection measures imposed upon the contractor by the Bureau of Reclamation, the construction scene will be entirely different than that portrayed above. A few years ago, Bureau engineers commissioned two independent environmental studies, and these pointed up many of the environmental problems involved in constructing such a large dam in an urban area. One end of the dam almost touches the city limits of Auburn, Calif.

*Construction of the 700 ft. high Auburn Dam, a double curvature thin arch concrete dam, is now underway.

As a result of these studies, and extensive work by Bureau engineers, the specifications contain numerous provisions for protecting the environment during construction. Included in the specifications were:

1. Water pollution prevention. Spillage of pollutants into water courses must be prevented. If it does occur, the contaminated water must be treated before it continues downstream. All water used for construction purposes must be processed through a water treatment plant before it is returned to the river. Only limited increase in turbidity due to construction activities will be allowed in the river.

Shrill whistle and horn signals pierce the air. Not anymore!

2. Landscape preservation. Unnecessary scarring of the natural landscape is forbidden and trees and shrubs must be preserved to the maximum practicable extent.

3. Air pollution abatement. Discharge of all contaminants into the air must be eliminated as much as possible.

4. Dust abatement. Dust must be controlled so that it neither constitutes a safety hazard nor becomes a nuisance.

5. Blasting vibration and damage control. Close monitoring of blasting will be mandatory to prevent damage to any of the numerous houses in the vicinity.

6. Noise pollution. Construction noise must be kept below nuisance levels. Sound level studies by the Bureau, including field measurements, resulted in the development of a "noise impact map." The map identified those areas where construction noise is most likely to constitute a problem, and where noise mitigation measures are required.

The Reclamation noise specifications require lower mean sound levels during evenings and at night. Sensitive areas require special approval for any nighttime construction activities. Construction noise levels will be monitored by Bureau personnel throughout the construction period.

Don Alexander is the Project Construction Engineer, Auburn-Fulsom South Unit, Central Valley Project, Mid-Pacific Region, Bureau of Reclamation.
E. R. Lewandowski is the Regional Engineer, Mid-Pacific Region, Bureau of Reclamation.

7. Visual pollution. The contractor's nighttime activities must not result in excessive light on the nearby residential areas. Glare from lights will be minimal outside of the work area, and direct beams of light will not be allowed to face residential areas.

In addition to the aforementioned specifications, the Bureau has also prepared an "Environmental Guidebook for Construction." This is a layman's handbook for the construction worker on the job and explains how the construction worker will be able to minimize the undesirable effects on the environment resulting from his activities.

As an indication of the Bureau's desire to work with the community, public meetings have been held with local interest groups, including conservation groups, to get their ideas on how to handle the environmental problems inherent in the construction of such a large project. Close liaison with officials of the city of Auburn has been maintained in this respect.

To demonstrate the Bureau's intention to make environmental awareness an on-going practice, an Environmental Control Engineer has been added as a permanent member of the Project Construction Engineer's staff. Part of the engineer's responsibility will be to monitor and control these and other specifications.

While these are by no means all the environmental efforts expended by the Bureau, these actions are representative of the care the Bureau considers necessary to achieve its environmental control objectives at Auburn.

The Bureau's activities have not gone unnoticed. The prestigious American Society of Civil Engineers (ASCE) with 70,000 members has formed the Committee on Social and Environmental Concerns in Construction, whose specific purpose is to gather and disseminate material and establish guidelines defining acceptable standards of maintaining the environment during construction.

This ASCE committee became aware of the environmental efforts at Auburn Dam. They visited the damsite, and discussed the environmental protection measures with members of the Bureau staff and with the Mayor and Council members of the City of Auburn. The committee members also reviewed the two independent environmental studies commissioned by the Bureau.

As a result of its studies, the ASCE committee selected Auburn Dam as a prime example of what could be done to minimize the undesirable effects of construction on the environment. Consequently, the committee recommended that the American Society of Civil Engineers adopt the following resolution:

"WHEREAS the American Society of Civil Engineers has established and supports a Committee on Social and Environmental Concern in Construction as a technical committee under its Construction Division, and

WHEREAS this Committee has personally studied, investigated and visited the site of the proposed AUBURN DAM on the American River in Auburn, California, and

WHEREAS it is the consensus of this Committee that the United States Bureau of Reclamation has taken great pains in its design and proposed construction to consider the social and environmental impact of this proposed work and has demonstrated both an awareness and a resolve to have this project built with as few harmful effects as possible in these areas,

BE IT RESOLVED that the Board of Directors of the American Society of Civil Engineers commend the United States Bureau of Reclamation for its diligence in considering and dealing with the social and environmental effects of this proposed work, and

BE IT FURTHER RESOLVED that this Board recognizes this effort as an example of man's attempts to preserve and enhance the environment and society through construction and shall be pointed to with pride for the Civil Engineering profession to emulate and for public and private agencies to use as a model for their future construction works."

The resolution was adopted in April 1974, and was forwarded to Secretary of the Interior Rogers C. B. Morton. As a result of this Resolution, Bureau efforts to protect the environment are receiving widespread notice.

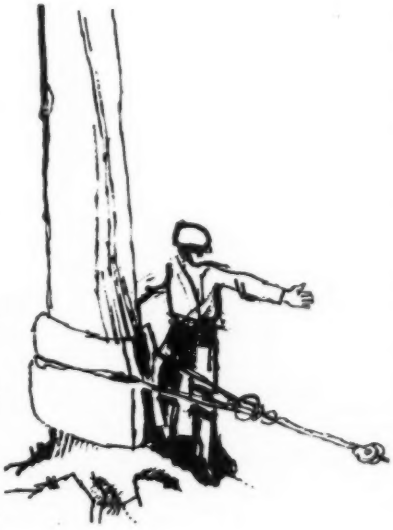
In Commissioner Stamm's letter of reply to the American Society of Civil Engineers he said, "Those of us who had the responsibility for establishing and enforcing the strict environmental protective measures which govern the construction activities at Auburn have suffered from a deep sense of

The diversion dike at Auburn nears completion.

An artist's concept of the completed Auburn Dam.

frustration over the past several years. We have been well aware that never before in the history of Reclamation had we given more consideration to the protection of the environment than we had at Auburn, yet we have found ourselves under continual attack from persons claiming to oppose the project on environmental grounds.

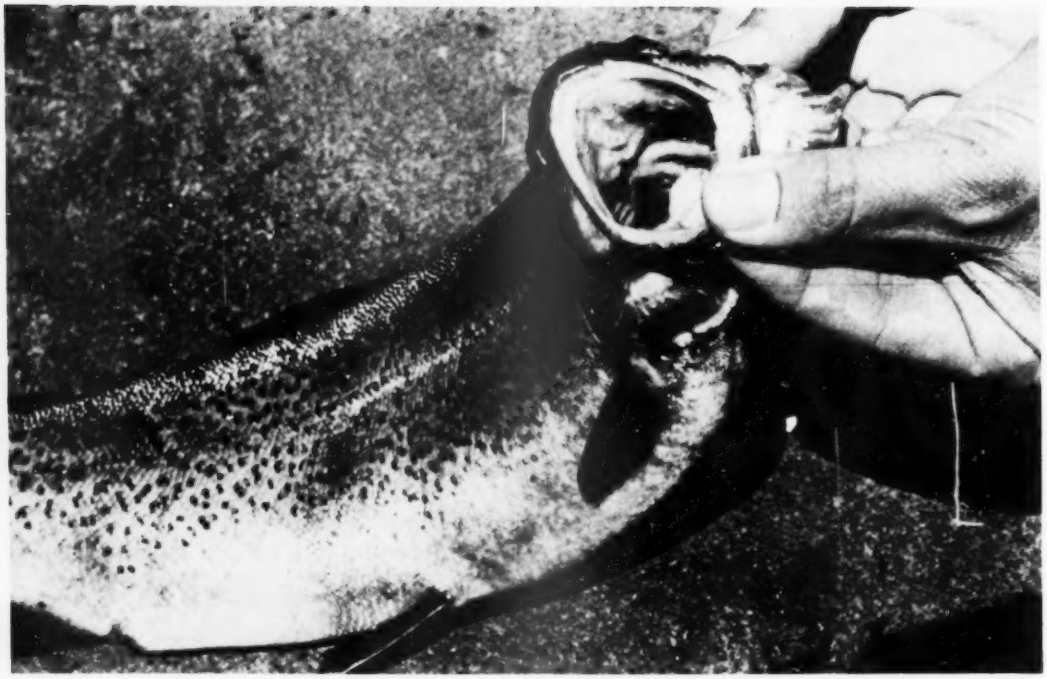
"We are doubly grateful to the American Society of Civil Engineers. We thank you first of all for recognizing our efforts to enhance the environment through the construction of Auburn Dam and, in addition, we thank you for preparing and distributing the news release to newspapers and organizations which too rarely receive such expressions of support for Reclamation's demonstrated concern for the protection and enhancement of the environment."



Editor's note,

Perhaps the most ironical element in the story of Auburn Dam, as Commissioner Stamm said, is that never before has the Bureau given more consideration to the protection of the environment, yet the Bureau found itself under constant attack from persons claiming to oppose the project on environmental grounds.

In May 1974, U.S. District Judge Thomas J. MacBride issued an injunction against the construction of Auburn Dam. It was at the request of the National Resources Defense Fund, the Environmental Defense Fund and the Save the American River Association. But Judge MacBride delayed imposition of the injunction pending Reclamation's filing a supplementary environmental impact statement. The supplement was filed and on October 8, 1974, the plaintiffs agreed to a ruling lifting the injunction against construction of the dam.



Embolism or gas-bubble disease is manifest by bubbles in the mouth, fins, or other parts of the body.

Gas in the Water— Research in Reaeration

by Danny L. King

Motorists have long been concerned about the potential problem of water in the gas. But Bureau of Reclamation engineers recently have been thinking about the reverse—gas in the water—specifically, the two gases oxygen and nitrogen, which together make up 98 percent of the atmosphere.

Fish breathe differently from humans and so do organisms which feed on and break up the wastes which humans create. The "breathing," more correctly identified as "respiration," of these organisms uses up the oxygen required for fish life. Furthermore, new organisms which do not require oxygen may begin to work on the wastes, resulting in an anaerobic (without oxygen) or septic condition. A septic condition (putrefaction) is the splitting of proteins by bacteria and fungi with the formulation of foul-smelling, incompletely oxidized products. It is a sorry condition indeed, when the bottom of a stream or lake becomes like a septic tank. Shut off the air supply to a heavily populated aquarium, wait awhile, and you may see a miniature

Danny L. King is the Chief, Hydraulics Branch, Division of General Research, E&R Center, Denver.

demonstration of the effects of too little oxygen in a stream or lake.

Fortunately, nature continuously injects oxygen into water through rapids, waterfalls, and waves so that the demand for oxygen is often met. In some cases, however, waste input, and thus oxygen demand, are too great and putrefaction begins.

Another problem arises when water is stored in reservoirs. It is a phenomenon known as temperature stratification, with cold, more dense water at the bottom and warm, less dense water at the top. The movement of oxygen from the surface of the reservoir to the bottom is inhibited, as if an invisible membrane were placed between them. Usually, mixing of the reservoir by wind and natural turnover caused by temperature changes in the spring and fall corrects this condition, but in some cases, severe oxygen deficiencies occur in the bottom layers. Not only is the habitable space for fish reduced, but the poor quality water may be passed downstream through outlets and turbines.

Supersaturation, or too much dissolved air, is another problem affecting water quality. Just as a bottle of cola holds the fizz more readily when the cap is on than off, so water deep in a river or lake can hold more dissolved gas than that same water at the surface. The deeper water is thus said to be supersaturated compared to the surface water. Using the same cola bottle analogy, if the cap is taken off slowly after one has quietly left the bottle on the shelf, most of the gas will stay in solution. However, if the bottle is shaken and the cap removed, the gas comes out of solution quickly, as evidenced by the cola on the ceiling. In much the same way, a steep, shallow stream with rapids will discard the excess dissolved gas it holds, while a deep, quiet stream will not.

So what happens if a river is supersaturated with dissolved gas? Unfortunately, fish undergo an experience similar to that of divers who develop the bends after rising to the surface too fast. Gas is dissolved in the blood stream of fish through the respiration process, then when the fish move to shallower water (or to warmer water, which has the same effect) the gas comes out of solution, forming bubbles in the blood. The effect can be crippling or fatal and is referred to as "embolism" or "gas-bubble disease." Even if the disease itself is not fatal, it may cause blindness, sores which become infected, or other effects which lessen the fish's ability to protect itself against predators or to reproduce normally.

Both problems, too little gas, and not enough gas, may result during the operation of Bureau of Reclamation projects. The problem of too little dissolved oxygen in the bottom of a reservoir has already been mentioned, as well as the possibility that this poor quality water might be released downstream.

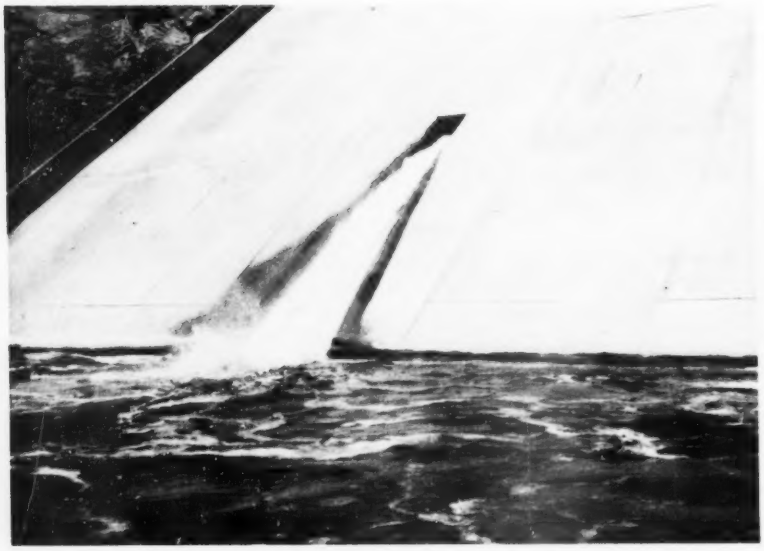
Energy dissipators, designed to still the tremendous power of water released from reservoirs, often act as artificial rapids and waterfalls to restore the needed oxygen. But too much of a good thing is dangerous. The deep water associated with some of these structures may result in supersaturation and, in some cases, damage to fish. Natural waterfalls can also cause supersaturation but normally to a degree not hazardous to fish.

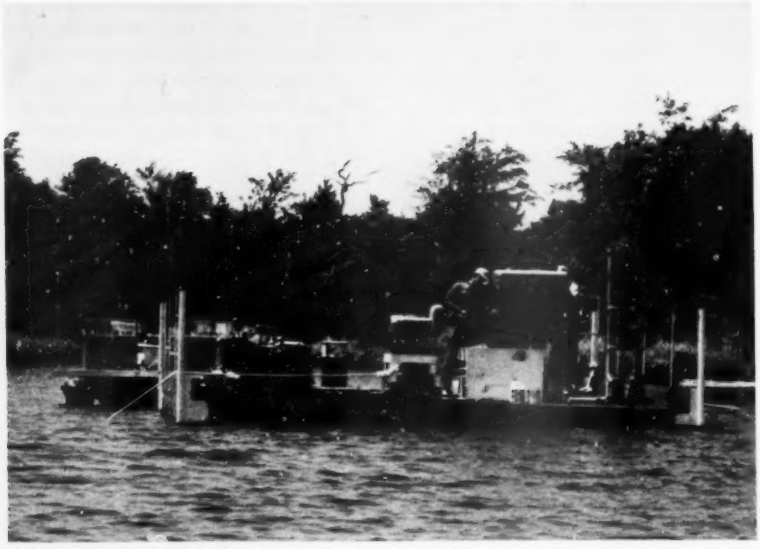
A survey of all the Bureau's Regions in 1971 showed that water quality problems associated with low dissolved oxygen existed in at least 8 streams and 27 reservoirs. The problem of supersaturation became an issue on the Columbia River a few years ago because of the major impact it had on runs of salmon and steelhead. The Bureau was involved because the spillway at Grand Coulee Dam contributed to supersaturation. Since then the problem has arisen at other locations throughout the West.

Bubbles in the gills.

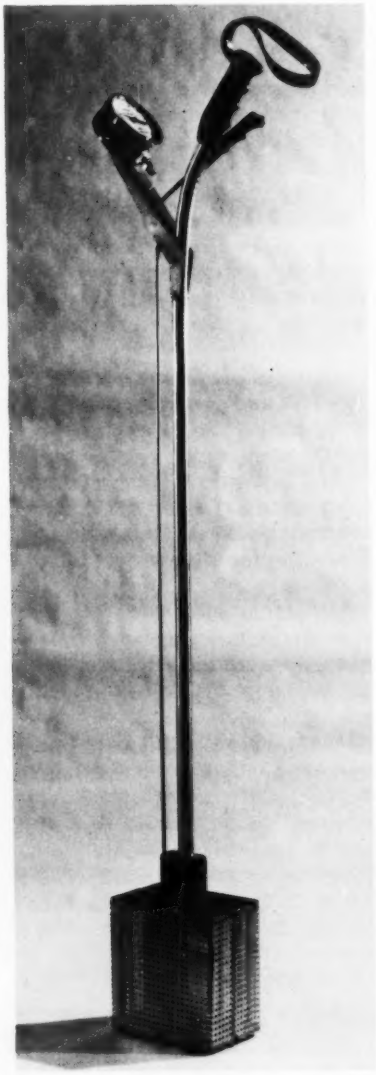
In 1969, the Bureau began a research program to find out what can be done about these problems. The primary objective of the research is to develop new and more efficient methods and devices to reaerate (that is, reoxygenate) streams and reservoirs. The problem of supersaturation appeared after the program had begun so it also became a major interest.

Hydraulic structures can add needed oxygen or cause troublesome supersaturation of dissolved gases.





A large propeller device, mounted below the barge, is used to destratify Lake of the Arbuckles, Okla.



A saturometer is used to measure the concentration of dissolved gasses in water.

In the past, destratification has been a popular technique used in reaeration of reservoirs. As the name suggests, the stratification or layering of the reservoir is partially or completely destroyed with a mixing device.

Diffused air, a curtain of bubbles rising from a perforated pipe, had been used extensively in destratifying small impoundments—ponds by Bureau standards. This diffused air technique is similar to the aerator in your home aquarium. Unfortunately, only about 1 percent of the energy used (such as electricity or diesel fuel) actually mixes the lake, just as only a portion of the horsepower created by an automobile engine reaches the wheels. Therefore, for large reservoirs, very large diffused air systems may be necessary. In some cases, air compressors with hundreds or perhaps thousands of horsepower would be needed.

During the past 2 years, Bureau employees have worked at Lake of the Arbuckles, Oklahoma, to develop more efficient destratification devices. One device, referred to as a bubble-gun, was developed by employees in the Bureau's Southwest Region. It pumps water from the bottom to the surface by intermittently releasing large bubbles through a trap-door device and into a vertical tube.

Another device was developed at Oklahoma State University and is being tested now. It uses a slowly turning, large aircraft propeller (16 feet in diameter) to pump water from the surface downward. (A handmixer on low speed, dipped into your aquarium, will demonstrate this principle.) Chemical and biological effects of the operation are being carefully measured, including the growth rate of fish. Plans are underway to test alternative reaeration methods at Lake Casitas in California, in cooperation with the Mid-Pacific Region and the Casitas Municipal Water District. A successful destratification operation using diffused air is being conducted there (see *Reclamation Era*, February 1972). The planned research will compare this with other methods to destratify water.

It is a sorry condition indeed, when the bottom of a stream or lake becomes like a septic tank.

Dissolved gas concentrations have been measured at dozens of Reclamation dams, mostly during the past 2 years. These measurements serve a two-fold purpose: to determine the capability of hydraulic structures to restore the oxygen to waters with an oxygen deficiency, and to identify the hydraulic structures' tendencies to supersaturate the water with dissolved gas. The data has enabled the Bureau to predict the amount of gas likely to be dissolved. Thus, problems either of too much or too little dissolved gas can be solved in the planning and design stages. Water quality standards specify minimum levels of oxygen and maximum levels of supersaturation.

Still another way to reaerate is by injecting pure oxygen into the water. Pure oxygen is expensive and care must be taken to insure that it all dissolves and that none of it is lost through the surface of the water into the atmosphere. Injecting pure oxygen provides an important alternative to destratification by allowing reoxygenation without destroying the warm and cold layers which might be released for special benefits downstream.

However, the presence of oxygen bubbles or high levels of dissolved oxygen may accelerate the corrosion of metal parts such as penstocks, turbine runners, and trashracks, so laboratory research is being conducted to determine this effect.

Interdisciplinary teams including hydraulic researchers, hydraulic designers, mechanical designers, biologists, and water quality experts are used to conduct the Bureau's research in reaeration and dissolved gases. This is a Bureauwide effort, with all Regions and the Engineering and Research Center involved in some part of the work.

The Bureau is also part of the Federal interagency Steering Committee on Reaeration Research with the Tennessee Valley Authority, the Corps of Engineers, the Geological Survey, the Environmental Protection Agency, and the Bonneville Power Administration. The twice-a-year meetings have been fruitful in exchanging technical information and avoiding duplication in research. This group initiated and is participating in plans for a National Symposium on Reaeration Research to be sponsored by the American Society of Civil Engineers, probably in the fall of 1975.

In short, the Bureau of Reclamation is striving to find that happy median where streams, lakes, and reservoirs have sufficient oxygen to maintain fish life, yet not so much as to cause embolism. With the help of our specialists and those of other agencies, we hope to find the balancing point.

Reclamation Library

Our Natural Resources: The Choices Ahead

The Department of the Interior's tenth anniversary volume of the Conservation Yearbook is now available.

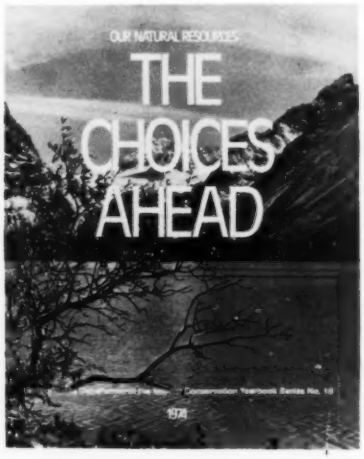
Interior's Yearbooks have won numerous awards for concept, design, and editorial content over the past 10 years. The 130-page 1974 edition is published in full color with over 200 photographs, 30 articles, and an introduction by Interior Secretary Rogers C. B. Morton appealing for rigorous conservation and responsible development of the Nation's natural resources.

Tracing the history of the conservation movement in the United States, Secretary Morton pinpoints two principal concerns he found uppermost in the minds of Americans:

- The need to develop, manage, and utilize the Nation's natural resources, both renewable and exhaustible, to assure long-term supplies of materials.
- The need to provide a quality environment where Americans can enjoy the beauty and wonder of the natural world while living in clean, healthful, and attractive surroundings.

The Yearbook's five chapters describe choices we have made —or will make—affecting natural resources and the environment, and includes an entire section devoted to Alaska vividly illustrated with spectacular photographs of our largest State.

Our Natural Resources: The Choices Ahead sells for $4.95 and is available for purchase from the Superintendent of Documents, U.S. Government Printing Office, Washington, D. C. 20402 (Stock No. 2400-00808).



ANSWERS TO WATER QUIZ

1. (b) Methane gas, a clean-burning gas that could be used as a substitute for natural gas.
2. Coal gasification.
3. (c) 150 gallons per day.
4. Yes.
5. a. Shasta Dam, (c) California
   b. Glen Canyon Dam, (a) Arizona
   c. Morrow Point Dam, (d) Colorado
   d. Hungry Horse Dam, (e) Montana
   e. Grand Coulee Dam, (a) Washington

News Notes

Plummer Named Assistant Regional Director

Nelson W. Plummer, staff assistant to Assistant Secretary Horton, has been named Assistant Regional Director of the Lower Missouri Region, headquartered in Denver. Plummer worked for the Bureau of Reclamation as a civil engineer in the Lower Colorado Region from 1963 to 1968. From 1968 to 1971 he was with the Office of Management and Budget (then the Bureau of Budget). In 1971 he was named as staff assistant to the Assistant Secretary for Program Policy in the Department of the Interior. Since 1973 he has been a staff assistant to Assistant Secretary for Land and Water Resources Jack Horton.

Plummer has a B.S. degree in civil engineering from the University of Vermont and an M.S. degree in civil engineering from Stanford University.

Gallagher Passes Bar

Patricia Gallagher, a contract and repayment specialist in the Division of Water and Land, has been admitted to the practice of law in the District of Columbia. The District Bar Exam is a 2-day written test which she took on July 30 and 31. The results were released December 2. Ms. Gallagher started her career with the Bureau of Reclamation in 1956 as an administrative assistant trainee at the Columbia Basin project in Washington State. She transferred to the Washington Office in 1963 as a management analyst in the Division of Organization Management (now the Division of Personnel and Management), and studied law at George Washington University night school from September 1970 to May 1974 while working in the Washington Office.

BuRec Federal Women's Program Coordinator

Delphine E. Jones has been named Federal Women's Program Coordinator for the Bureau of Reclamation. Ms. Jones comes to the Bureau with over 6 years of experience in the Federal Equal Employment Opportunity Program. She has served as EEO Committee Person, EEO Counselor, Discrimination Complaint Investigator and Federal Women's Program Coordinator for the U.S. Naval Oceanographic Office in Suitland, Md. Ms. Jones' primary responsibility will be to assist the Bureau EEO Officer in assessing employment problems peculiar to women and in improving the employment status of women in the Bureau.

Ms. Jones lives in Upper Marlboro, Md. with her husband, Clarence and their two children, Steve and Karen.

James M. Ingles, Regional Director of the Bureau's Lower Missouri Region, will retire May 1, 1975, having completed over 30 years Federal service, 26 with the Bureau.

Prior to becoming Regional Director, he served as Chief of the Fresno Field Division and was manager of the Kansas River Project Office at McCook, Neb. He is a member of the Executive Committee of the International Committee on Irrigation and Drainage, the American Society of Civil Engineers and the U.S. Committee on Large Dams.

"Jim Ingles has had a long and distinguished career with the Bureau of Reclamation, and we will miss his professional contributions," Commissioner Gilbert G. Stamm said.

Ingles received his B.S. degree in engineering from the University of Colorado in 1940 and began his Federal service with the Denver office of the Geological Survey. He served in the Navy from 1944 to 1946 and after the war he was a building contractor and later a civil engineer for the city of Los Angeles.

He is married to the former Abbie Stimbert of Hastings, Neb.

Wilson Becomes Division Chief

Warren W. (Hank) Wilson has been named as Chief of the Bureau of Reclamation's Division of Program Coordination and Finance.

A native of Erie, Kansas, and a career employee with the Bureau, he replaces Donald D. Anderson, who was appointed Assistant Commissioner for Administration.

Wilson has 25 years of programming and budget experience at the field and headquarters office levels of the Bureau. He has served in the branch chief position responsible for the coordination of performance schedules and fund progress reports for all Bureau activities since 1968.

He received a B.S. degree in civil engineering from the University of Kansas in 1949 and began to work for the Bureau as an engineer in Nebraska later that year. In 1953, he was promoted to Head of the Contracts and Estimates Section of the Kansas River Projects Office in McCook, Neb. He came to Washington in 1957 and was named Chief of the Schedules and Reports Branch in 1968. He was promoted to Chief of the Program Coordination and Budget Branch in 1973.

Wilson is married to the former Geraldine Pugh. They have a son and a daughter and reside in North Arlington, Va.

News Notes
Giampaoli Named Assistant Commissioner for Resource Development

Donald A. Giampaoli has been named Assistant Commissioner for Resource Development by Commissioner of Reclamation Gilbert G. Stamm. Giampaoli succeeds William H. Keating, who retired in June 1973.

Giampaoli has served most recently as Associate Director of Labor Relations with the Associated General Contractors of America (AGC). He has been with the AGC in various capacities since 1960. Prior to 1960 he worked as an Urban Highway Design Engineer with the D.C. Highway Department and as Associate Design Engineer with the National Concrete Masonry Association in Arlington, Va.

Giampaoli, a native of San Francisco, holds a B.S. degree in Civil Engineering from the University of Santa Clara and a master's degree from Catholic University in Washington, D.C.

He is married to the former Doris Sirpilla of Canton, Ohio and they have two children. The family resides in Fairfax, Va.

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Statement by Secretary of the Interior
Rogers C. B. Morton

President Ford has asked me to serve as his Secretary of Commerce and continue to chair the Energy Resources Council.

I leave Interior with a great respect for the people there with whom I have worked. They should be proud of their initiatives and accomplishments.

I will always cherish the friendships and professional relationships acquired over the past four years.

The theme of these years has been one of balance between the conservation of the Nation's vast resources and the development of their use for man. The competition our industry faces in world commerce is forever keener. The quality of our goods and services is the American hallmark.

The wealth of America can finally be measured only by her productivity and by her standards. If I can in some measure, with the confirmation of the Senate, contribute to the confidence of Americans in their government, and in their own enterprise, this new challenge for me will be rewarding.

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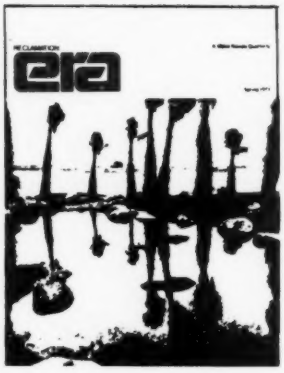

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